Women In The Army

WOMEN IN THE ARMY

- HISTORY
- ASSIGNMENT POLICY
- FORCE COMPOSITION
- CURRENT ISSUES
- WOMEN DEPLOYED
- CONCLUSION

ARMY WOMEN'S HISTORY

1901 Army Nurse Corps established

1942 /3 Women's Army Auxiliary Corps, then Army Corps (WAC) established

1948 Women integrated into the Regular Army, with benefits

1960 First woman promoted to Sergeant Major (SGM Carolyn James, HQ, USA Air Defense Command)

1967 President Johnson repeals the women's promotion ceilings

1970 First women promoted to Brigadier Generals (BG Elizabeth Hoisington, and BG Anna Mae Hays)

1972 Women enter Reserve Officers' Training Corps (ROTC); All Volunteer force established

1973 First (and only) women graduate from Infantry Officer Advance Course (Captains Patricia Hickerson and "Toby" Netherton)

1974 First woman military helicopter pilot graduates Army flight training (Lieutenant Sally Murphy)

ARMY WOMEN'S HISTORY, CON'T

1976 Women enter U.S. Military Academy (USMA) and are eligible for ROTC scholarships

1977 Army initiates Gender-Integrated Training (GIT)

1978 Women's Army Corps disestablished

1980 First class of women USMA graduates are commissioned

1989 First woman commands U.S. Army soldiers under direct enemy fire (Captain Linda Bray, Commander, 988th MP Co, Operation Just Cause)

First woman USMA "First Captain" (Cadet Kristin Baker)

1990 Army woman aviator qualifies as astronaut (Colonel Nancy Currie, PhD)

1991 First woman Aviation Commander to fly in combat and first woman aviator killed in an active theater of war (Major Marie Rossi-Cayton, Commander, B Company, 159th Aviation Regiment, Operation Desert Storm)

ARMY WOMEN'S HISTORY, CON'T

1993 Combat Aviation opened to women; First women qualified in Army Attack aircraft (Lieutenants Angie Norman and Charlene Wagner, and Chief Warrant Officer Cathy Jarrel)

1996 First woman to stand guard at the Tomb of the Unknown Soldier (Sergeant Heather Johnson)

1997 First Army woman officer attains rank of Lieutenant General and senior Army staff (LTG Claudia Kennedy, DCSINT)

First woman maneuver Brigade Commander (Colonel Jessica Wright, 28th Aviation Brigade)

2001 First women commissioned through ROTC selected for Brigadier General

2002 First woman selected to be Senior Enlisted Advisor, Chief of Army Reserve (Command Sergeant Major Michele Jones)

WOMEN's ASSIGNMENT POLICY EVOLUTION

1967 2% cap on women's integration in the Army lifted

1973 Beginning of the All Volunteer Force

1975 DoD mandated end to involuntary separation due to pregnancy

1978 Women's Army Corps disestablished

1982 Direct Combat ***Probability*** Coding (DCPC) established

1988 DoD Risk Rule applied

1992 AR 600-13 Army Policy for the Assignment of Female Soldiers published (Update currently being staffed)

1993 Combat Aviation opened to women

1994 Risk Rule rescinded; Direct Combat ***Position*** Coding established

Women's Integration Supports Force Readiness

1942-1972	1973	1980	1982	1993	1994	1995	1996	1999
1-1.9%	2.6%	8.9%	9.8%	12.6%	12.9%	13.3%	14.2%	14.8% 15.99% 16.04%
Women's Army Corps Established End of 2% cap and Grade ceilings Draft ended	Aviation Training Opened	Career Fields Opened	Direct Combat Probability Coding Established	Combat Aviation Opened	Risk Rule Rescinded Increased Interchangeable Positions			ROTC Commissioned Officers Selected For BG

As of 30 Sep 02 (Represents Total Force)

GENDER-BASED ASSIGNMENT RULES

"Women are authorized to serve in any officer or enlisted specialty at any organizational level, and in any unit of the Army except Infantry, Armor, Cannon Field Artillery, Combat Engineer, and low altitude Air Defense units of battalion/squadron size or smaller. Women may not serve on Scout or Attack helicopters."

The Army Combat Exclusion Policy 1977

GENDER-BASED ASSIGNMENT RULES

Risk of direct combat, exposure to hostile fire, or capture are proper criteria for closing positions to women *when* the type, degree, and duration of such risks are equal to or greater than the combat units with which they are normally associated within a given theater of operations. If the risk of non-combat units or positions is less than comparable to land, air, or sea combat units with which they are associated, then they should be open to women. Non-combat land units should be compared to combat land units, air to air, and so forth.

DoD RISK RULE 1988-94

GENDER-BASED ASSIGNMENT RULES

"Service members are eligible to be assigned to all positions for which they are qualified, *except* that women shall be excluded from assignments to units *below the brigade level whose primary mission is to engage in direct combat on the ground."*

DEFINITION OF DIRECT GROUND COMBAT

"Is engaging an enemy on the ground with individual or crew served weapons, while being exposed to hostile fire and to a high probability of direct physical contact with the hostile force's personnel. *Direct ground combat takes place well forward on the battlefield while locating and closing with the enemy to defeat them by fire, maneuver, or shock effect."*

[SECDEF Jan 94]

GENDER-BASED ASSIGNMENT RULES

1994 DoD POLICY LISTS FOUR POSSIBLE EXCEPTIONS:

- "*costs of appropriate berthing and privacy* arrangements are prohibitive"
- "units or positions are doctrinally required to *physically collocate* and *remain with direct ground combat units"*
- "units engaged in long range reconnaissance operations and *Special Operations* Forces missions"
- "job related *physical requirements* would necessarily exclude a vast majority of women Service members"

[SECDEF Jan 94]

GENDER-BASED ASSIGNMENT RULES

AR 600-13 Army Policy for the Assignment of Female Soldiers*

"... allows women to serve in any officer or enlisted specialty or position *except* those in *battalion size or smaller units* which are assigned a *primary mission* to engage in *direct ground combat or which collocate routinely with units assigned a direct ground combat mission."*

*First published 1992, currently being updated

DCPC:
P1 (MALE ONLY) UNITS

IAW AR 600-13 policy the following units are P1 (Male Only):

- **INFANTRY**
- **ARMOR**
- **SPECIAL FORCES**
- **RANGER (Regiment and Below)**

Battalion (Bn) or Below; Direct Ground Combat

- **CANNON FIELD ARTILLERY (Bn or Below)**
- **MULTIPLE LAUNCH ROCKET ARTILLERY (Bn or Below)**
- **SHORAD BATTERIES**
- **COMBAT ENGINEER LINE COMPANIES**
- **GROUND SURVEILLANCE RADAR PLATOONS**

Co-location

ALL OTHERS ARE P2 (INTERCHANGEABLE)

FISCAL YEAR 2003
WITA STRENGTH STATUS
As of June 2003
(NUMBER OF FEMALES/PERCENT OF SERVICE)

	ACTIVE ARMY	%	RESERVES*	%	NATIONAL GUARD	%
ENLISTED	62608	15.2	38,794	24.3	39,665	12.8
COMMISSIONED	11,084	16.2	7,569	25.2	3,087	10.8
WARRANT	851	7.0	237	12.2	463	6.4
TOTAL OFFICER	11,935	14.8	7,806	24.4	3,554	9.9
USMA CADETS	4,219					
TOTAL	83,219					12.5

SOURCE:
ACTIVE COMPONENT - ENLISTED MASTER FILE (EMF)
OFFICER MASTER FILE (OMF)
NATIONAL GUARD - DMDC 1147
RESERVES* - DCSPER 46 PART III
*RESERVES – INCLUDE PAID DRILL STRENGTH ONLY

OCCUPATIONS & POSITIONS OPEN TO WOMEN

Occupations

Enlisted MOSs	200 of 236	Open to Women
Warrant Officer MOSs	64 of 66	Open to Women
Commissioned Officer AOCs	190 of 196	Open to Women

91.2% OF OCCUPATIONS IN THE ARMY ARE OPEN TO WOM

As of 1 Oct 01

Positions

	AC	USAR	ARNG
Positions open to women	293,617	197,041	218,741
Positions closed to women	123,674	5,209	158,286
Total	417,291	202,250	377,027
	70.36%	97.42%	58.0

% OF THE INDIVIDUAL POSITIONS OPEN TO WOMEN

As of 21 Nov 02

ARMY WOMEN DEPLOYMENT: CHALLENGES

- **WOMEN IN NATO and AMONG OTHER ALLIES**

- **WOMEN HEALTH CARE ABROAD**

- **PERCEPTIONS OF "NON-DEPLOYABLES" DUE TO PREGNANCIES AND RELATED DEPENDANT CARE CONCERNS**

- **PERCEPTIONS OF PREFERENTIAL TREATMENT DUE TO GENDER POLICIES**

ARMY WOMEN DEPLOYED

- **Women were 2% of deployed force to Grenada (179)**
- **Women were 4% of deployed force in Panama (803)**
- **Women were 8.6% of deployed force in Gulf War (26,000)**
- **Women were 11% of deployed force to Somalia (2,400)**
- **Women were 10.4% of deployed forc (767)**

Global War on Terrorism

6% of the total US forces in Afghanistan are women; in support of Operation Iraqi Freedom, almost 10% of the Total forces are women. They are serving in every facet of the Global War except Special Forces, ground combat units and onboard submarines.

	USA	USAF	USN	USMC	USCG	TOTAL *
Mar-03	7878	5118	5184	1686	0	19866
%	6.89%	12.1%	9.68%	2.59%	0	7.20%
Jul-03	18476	2521	2633	1402	0	25032
%	9.69%	12.7%	13.6%	5.91%	0	**9.86%**

CONCLUSION

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BACK UP SLIDES

WOMEN BY GRADE (ACTIVE COMPONENT)

Commissioned Officers

	Lieutenant General	Major General	Brigadier General	Colonel	Lieutenant Colonel	Major	Captain	First Lieutenant	Second Lieutenant	Total
Army Competitive Category	0	3	10	116	504	858	1818	1280	1299	10734 5888
Special Branches	1	0	252	608	1130	1780	555	520	4	4846
Total Percent Women	0.0%	4.1%	6.6%	10.3%	12.7%	14.0%	16.3	20.5%	21.0%	16.2%

Warrant Officers

W5	W4	W3	W2	W1	Total
8	38	209	402	155	812
0.4%	2.7	6.2	9.1	7.4	6.9

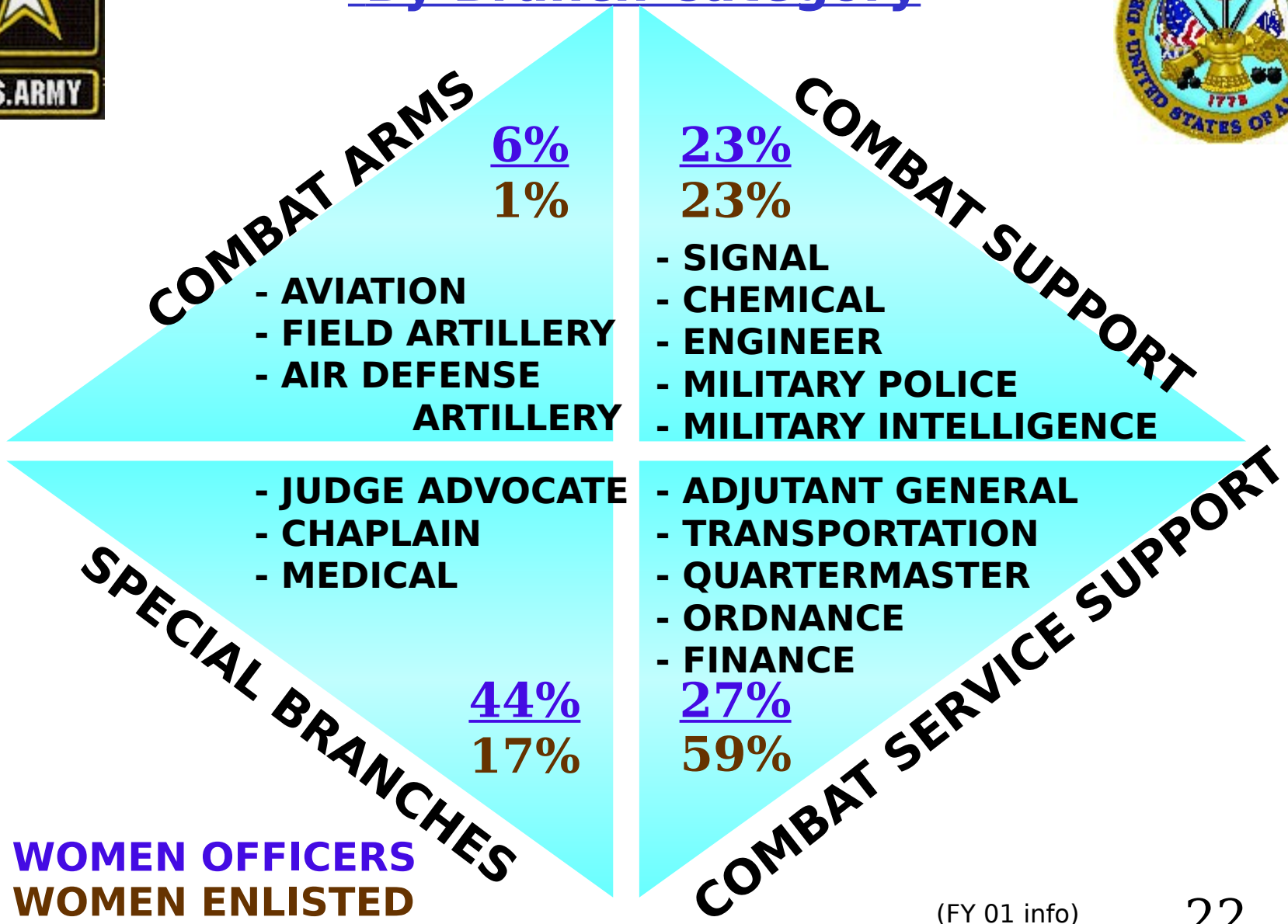
Enlisted

	E-9	E-8	E-7	E-6	E-5	E-4	E3-E1	Total
Active Competitive Category	252	1,187	4,273	7,055	11,376	18,008	30,420	72,569
Total Percent Women	8.1%	10.8%	11.5%	12.3%	15.7%	17.6%	17.0 %	15.5%

Note: Special Branches include AMEDD, JAG, and Chaplain

Data as of 30 Sep 02

Percent Women By Branch Category



% WOMEN OFFICERS
% WOMEN ENLISTED

(FY 01 info)